

## June 1, 2013 – May 31, 2014 [1]

## I. VACANCY LIST

See Section II, the “**Master Recruitment Source List**” (“**MRSL**”) for recruitment source data

[illegible]

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**Radio One, Inc. – Baltimore, MD**  
**WERQ-FM, WOLB-FM, WWIN-FM, and WWIN-AM**  
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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS over 12-month period</b>
7	National Lesbian and Gay Journalists Association 1420 K Street, NW, Ste.910 Washington, DC 20005 (202) 588-1818 info@nlgja.org	Y	0
8	Native American Journalist Association University of South Dakota 414 E. Clark Street Vermillion, SD 57069 (866) 694-4264 Fax Najaconf2011@yahoo.com	Y	0
9	Native American Public Telecommunications P.O. Box 83111 Lincoln, NE 68501 (402) 472-8675 Fax native@unl.edu	Y	0
10	South Asian Journalists Association C/O Columbia Graduate School of Journalism 2950 Broadway New York, NY 10027	Y	0
11	Ohio Center For Broadcasting 9885 Rockside Road Cleveland, OH 44125 gary@beonair.com	Y	0
12	Corporate Website – <a href="http://www.radio-one.com">www.radio-one.com</a>	Y	19
13	Word-of-Mouth (which includes referrals from vendors, clients, former work associates and casual acquaintances)	Y	0
14	Internal Promotion	Y	0
15	Internal/Employee Referral	Y	13
16	Local Newspaper	Y	0
17	Trade Publication	Y	0
18	Internet Recruitment – <a href="http://www.indeed.com">www.indeed.com</a> , <a href="http://www.careerbuilder.com">www.careerbuilder.com</a> , <a href="http://www.linkedin.com">www.linkedin.com</a>	Y	23
19	Recruiter Agency	Y	0
20	Former Employee	Y	0
21	Job Fair	Y	0

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**III. RECRUITMENT INITIATIVES**

	<b>TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)</b>	<b>BRIEF DESCRIPTION OF ACTIVITY</b>
<b>1</b>	Internship Program	WERQ-FM, WOLB-FM, WWIN-FM, and WWIN-AM foster a comprehensive Internship program for college students. Students have the opportunity to get hands on experience while earning college credit. This program incorporates training in all areas of the radio station: Sales, Production, Business, On-air, and Marketing/Promotions.
<b>2</b>	Website Recruitment	For local job vacancies, WERQ-FM, WOLB-FM, WWIN-FM, and WWIN-AM referred listeners and potential employees to the Corporate website <a href="http://www.radio-one.com">www.radio-one.com</a> .
<b>3</b>	Mentorship Program	On-going Radio One Mentorship Program - dedicated to developing employees who have demonstrated the potential to grow into a General Manager role within Radio One in the short term (1-3 years). Radio One has developed a company-sponsored mentorship program to meet the company's goals of developing talent pool and increasing diversity within the leadership structure.
<b>4</b>	Account Executive Training Program	The market conducted on-the-job training program that hires an employee as a sales associate. The individual hired is able to train for a year to learn the basics of radio and radio sales. After the training period, the individual is promoted to the account executive position
	Performance Management Training	The purpose of the training held in January 2014 was to provide managers with a review of the Company's performance management process to include writing fair, specific, and concise performance evaluations.
<b>5</b>	Manager Training	The purpose of the training that was held in February 2014 was to provide best practices tools and technology for effective

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